

**MINUTES OF SPECIAL MEETING  
CITY OF MONTICELLO  
BOARD OF WORKS & SAFETY  
TUESDAY, JULY 26, 2011**

The special meeting of the Board of Works & Safety, of the City of Monticello, Indiana, was held on Tuesday, July 26, 2011, at 11:30 a.m. The meeting was called to order by Mayor Jason Thompson, and opened with the pledge of allegiance.

Roll call, by Clerk Treasurer Liz Oilar, was answered by Board Members Mayor Jason Thompson, Mike Keever, and Phil Vogel, and City Attorney George Loy.

**Consideration of Suspension, Demotion, Dismissal, or Other Disciplinary Action of Fire Department Personnel**

City Attorney George Loy asked Fire Chief Shane Swain to summarize to the Board of Works the situation in regards to Firefighter Bryan Dixon and his recommendations to the Board. Bryan started working for the City of Monticello's Fire Department in July of 2008. Any full time Firefighter must sign the "Acknowledgment of Conditions of Employment as Firefighter for City of Monticello, and Agreement for Reimbursement of Training Costs". This agreement states in section 2 that he agrees to complete all training required to become a certified paramedic within three years of his date of hire. Chief Swain stated that Bryan started paramedic classes in late 2009 and concluded them in November 2010. During the class all the requirements of the course are given to each student to complete. State rule gives students a period of one year from the completion of the course to finish any clinical hours not done during the course. The official course requirements to be completed are 396 hours of field internship and 314 hours of clinical site. Bryan as of July 14, 2011 still has to complete 148 hours of field internship, and 172 hours of clinical sites. He is also lacking in various demonstrated skills. Chief Swain has met with Bryan on various occasions with his concern on this issue. On April 6, 2011 Bryan signed a letter from the Chief outlining his obligation, deadline, and outcome if this agreement was not met. According to Chief Swain Bryan has failed to show that he has taken reasonable steps to accomplish this requirement. He is recommending that Bryan be dismissed from employment with the City of Monticello Fire Department.

The Board talked with Bryan about this issue. Bryan stated that he likes his job with the City and wants to keep it. He would like the opportunity to fulfill his obligation and be an asset to the Fire Department. City Attorney George Loy directed the Board on their options to be taken today. They are: take no action, demotion is not in play for this issue, or suspension up to five days without pay. If the Board decides to suspend for more than five days without pay or terminate employment they will need to vote to consider this. This action cannot be done today. The motion would be to consider such discipline and give Bryan notice and the opportunity to request a hearing 14 to 30 days after request. Then the Board will schedule that hearing and make their final decision. Board Member Mayor Jason Thompson made the motion to consider taking the action that the Chief has

requested which is dismissal from employment for Mr. Bryan Dixon which then outside of the motion allows him the opportunity to request a hearing, seconded by Board Member Mike Keever. All ayes, motion carried. City Attorney George Loy told Mr. Dixon he would be receiving the required notice. If Bryan wants a hearing he must request it within five days of receiving it. Then he will get another notice of that hearing. He was encouraged by the Board to bring as much documentation on his behalf to the hearing. There is no change in Bryan's employment status at this time.

There being no further business, meeting adjourned at 12:15 p.m.

Liz Oilar, IAMC, CMC  
City Clerk Treasurer